



# **16th** SERGEANT MAJOR **OF THE ARMY** INITIATIVES

Twitter: @16thSMA

IG: 16th\_SMA

Live Q&A: [Reddit.com/r/Army](https://www.reddit.com/r/Army)





# NCO STRATEGY

Engaged Leaders who **build cohesive teams** that are **highly trained, disciplined, and fit** are ready to fight and win.

They must also develop **Soldiers for Life** certified in the Army's Profession of Arms where everyone is treated with dignity and respect.

## HIGHLY TRAINED

- Squad Leader Time
- Corporal Initiative
- Digital Job Books
  - WTDBs
- Align Expert Badges
- MFT/MRT Certification in PME
- Financial Literacy

## DISCIPLINED

- MySquad App
- Fort Hood Recommendations
- AR 600-20
- Counseling Enhancement Tool
- Jr. Leader Development

## FIT

- Mental Fitness*
  - FM 6-22
  - Building Cohesive Teams Handbook
  - BOSS, WAQ
- Physical Fitness*
  - ACFT
  - ABCP Study
  - Food Service Working Group
  - Commitment to Overall Nutrition

## SOLDIER FOR LIFE

- Talent Management*
  - NCO OMLs
  - CSM/1SG Assessment
  - SSG Calibration
  - ASK-EM
- Reception Companies*
- Quality of Life*
  - Housing/Barracks
  - Childcare
  - Spouse Employment
  - PCS Moves





## Build Cohesive Teams

- Provide Soldiers the best SSGs
  - SSG Re-Calibration ➡
- This Is My Squad (TIMS)
  - MySquad App ➡
  - Counseling Enhancement Tools
- FM 6-22 Developing Leaders
- Building Cohesive Teams Handbook
  - Better Opportunities for Single Soldiers
  - Warrior Adventure Quest



### Legend

- Initiative in place
- Continuing Initiative
- New initiative





## Highly Trained

- Sergeant's Time Training – Squad Leader Time 350-1
  - Digital Job Books – Warrior Tasks and Battle Drills
    - CPL Initiative ➡
  - Expert Soldier Badge; Expert Badge Alignment
- Financial Literacy Training ➡

## Disciplined

- Fort Hood Independent Review Recommendations
- Junior Leader Development Program
- AR 600-20 Aligning authorities of NCO

## Mentally, Socially, Physically Fit

- Mental and Social Fitness (G-1/ARD) ➡
  - “Mindfulness” in MRT; Life Skills training
- ACFT
- Army Comprehensive Body Composition Study
- Army Food Service Working Group; Increase Daily Food Allowance
- MFT/MRT Certification at PME
- Commitment to Overall Army Nutrition ➡



### Legend

- Initiative in place
- Continuing Initiative
- New initiative





## Quality of Life ➡

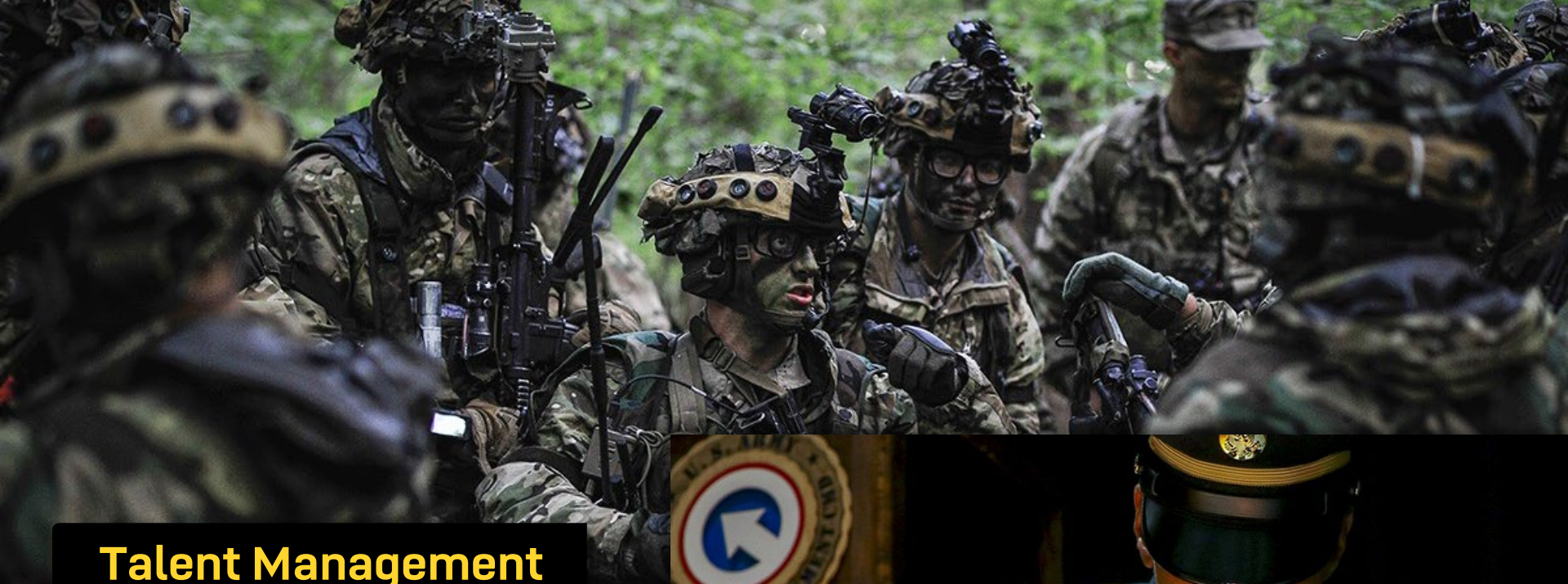
- Housing/Barracks Improvements
- Child Development Centers/Child Youth Services
- Spouse Employment
- PCS Moves
  - HHG Weight Allowances ➡
  - Sponsorship of Soldier and Family
  - Reception Companies ➡



### Legend

- Initiative in place
- Continuing Initiative
- New initiative





## Talent Management

- Order of Merit List ➡
  - PME, Promotions, etc.
- SNCO Assessments ➡
  - 1SG TAA (FOC Oct 22)
  - SMAP (FOC Nov 22)
  - SGM-A AP (FOC Apr 24)

- Career Intermission Program
- ASK-EM
  - Enlisted Market Place



### Legend

- Initiative in place
- Continuing Initiative
- New initiative





**QUESTIONS?**  
[army.smaweb@mail.mil](mailto:army.smaweb@mail.mil)

**STAY INFORMED**  
[www.army.mil](http://www.army.mil)

**CONNECT, SHARE, COMMENT**  
**Reddit:** [r/Army](https://www.reddit.com/r/Army)  
**Twitter:** [@16thSMA](https://twitter.com/16thSMA)  
**Instagram:** [16th\\_SMA](https://www.instagram.com/16th_SMA)





# Backup Slides





## CURRENT STATE

### OPERATING FORCE

SGT SLs/SPC TLs

Unmet KD requirements

Lack of expertise at the tactical level

### GENERATING FORCE

Promotions to SFC with no Squad Leader time

## Initiatives

1,000 SSGs from  
TRADOC to  
FORSCOM

48 month time-  
in-grade before  
promotion

24 month time-  
in-position  
before  
broadening

## DESIRED STATE

### OPERATING FORCE

Stabilized formations with trusted leadership at the tactical level

SSGs complete KD requirements prior to broadening/post-KD opportunities

### GENERATING FORCE

Developed and operationally-tested NCOs

Larger pool of qualified and eligible NCOs for Army Instructors, USAREC, and DS

Goal: Junior Leaders **in position long enough** to become experts in their field before broadening assignments or promotion.

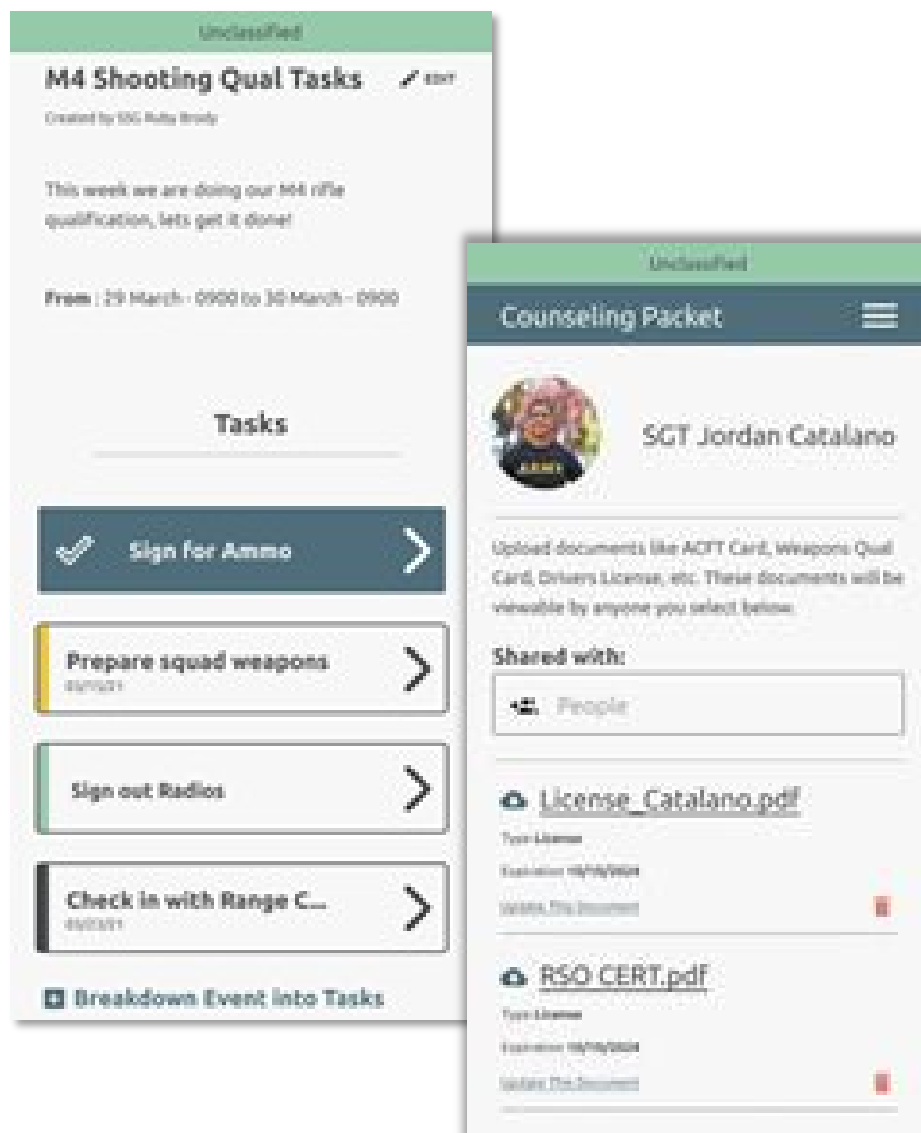


The **MySquad Team** asked **Squad Leaders** what digital tools would help them build cohesive teams.

### Squad leaders asked for:

- Task tracking and delegation
- Digital counseling packets
- Event planning and appointment scheduling

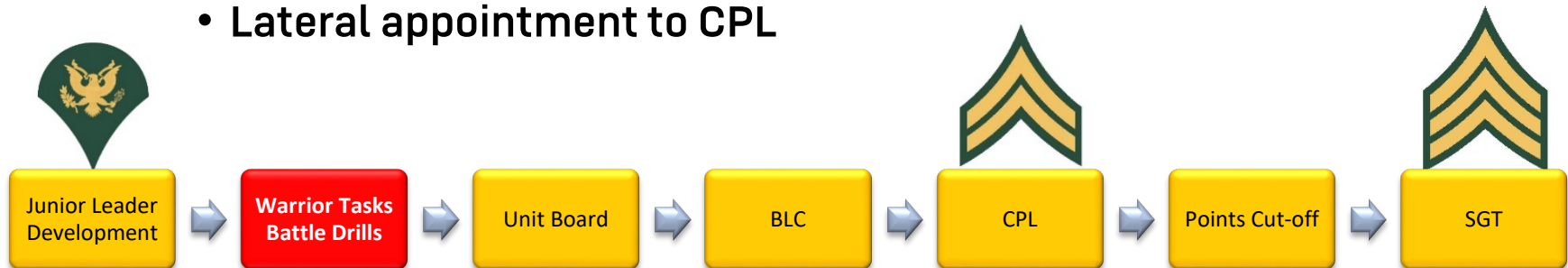
MySquad is an easily accessible (**no CAC required**) web app – built by Soldiers, for Soldiers.







- Unit-led development and training
  - Train and **test individual Warrior Tasks** (Digital Job Book)
- Unit Board
  - Situational leadership questions (**ALARACT 068/2021**; 09 SEP 21)
  - Validate Job Book (unit-led training/testing)
  - Integration onto SGT promotion-recommended list
    - Qualifies Soldiers for BLC attendance
- Basic Leaders Course
  - Standardized, hands-on SL2 training
  - BLC graduation:
    - Lateral appointment to CPL





## Financial Literacy Strategy

### Delivery Method

- Online (Distributed Learning)
- In-Person Training
- Group Training

### Reporting Mechanism

- Certificate of Completion
- Digital Training Management System (DTMS)

### System Source

- Professional Military Education (PME)
- Online Learning Management System
- Army Community Service (ACS);
- National Guard Soldier and Family Readiness Center
- Soldier Support Center

### Instructors

- Personal Financial Managers (PFMs)
- DoD Personal Financial Counselors (PFCs)
- ARNG/USAR Staff
- CoE Instructors



## SECURING THE FINANCIAL FRONTLINE



**CLICK:** Find additional self-help products at [www.FinancialFrontline.org](http://www.FinancialFrontline.org).



**CALL:** Contact Military OneSource at 800-342-9647 for more information or immediate assistance with financial matters.



**WALK:** Come to your local ACS Center and see a Financial Counselor today.



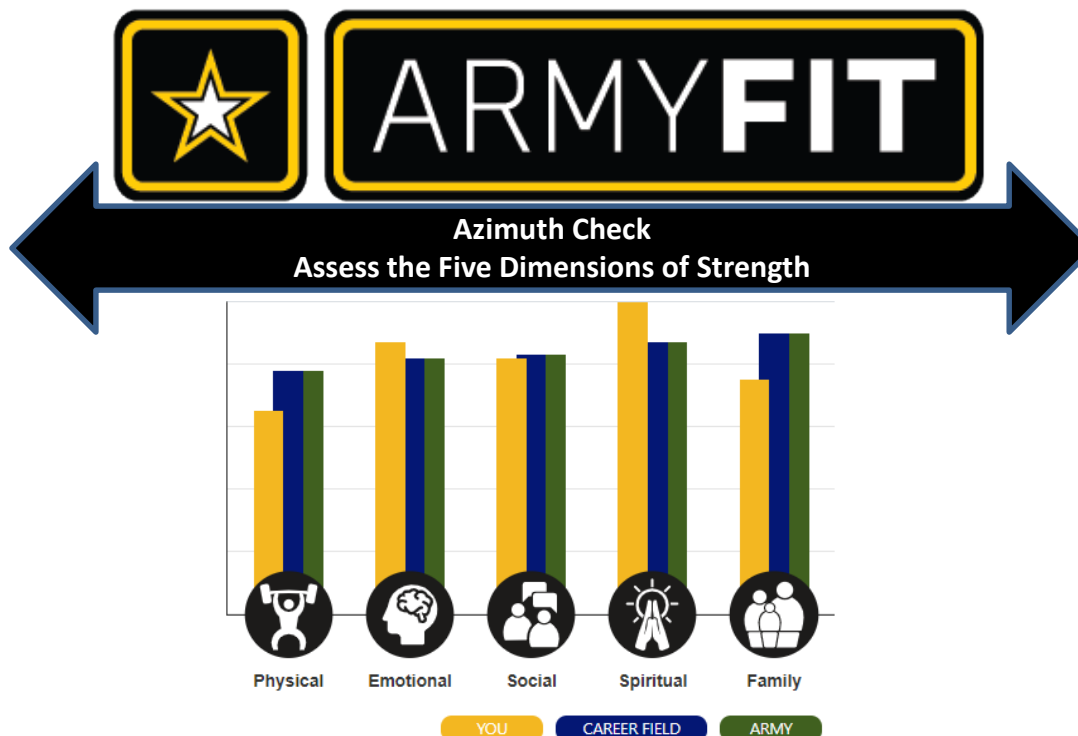
## SECURING THE FINANCIAL FRONTLINE

## Milestone Training

- Initial Entry
- First Duty Station
- PCS
- Promotion
- Vesting in TSP
- Continuation Pay
- Marriage
- Divorce
- Birth of Child
- Disabling Sickness
- Leadership
- Pre/Post Deployment
- Transition

[www.FinancialFrontline.org](http://www.FinancialFrontline.org)





## Mental & Social Fitness Resources & Tools

- **Ready & Resilience (R2) Performance Centers**
- **Online MRT Resource Center** Training and support material to develop the six MRT competency areas: Self-Awareness, Self-Regulation, Optimism, Mental Agility, Strengths of Character, and Connection.
- **Mindfulness Coach App** Offers a library of audio-guided mindfulness exercises, a growing catalog of additional exercises available for free download, goal-setting and tracking, and access to other support and crisis resources.

## Life Skills Training Resources & Tools

- **Circle of Support Resilience**
- **Resilience in Focus**

Promotes Readiness & Resilience



**AMERICA'S ARMY**

People First - Winning Matters

U.S. ARMY

Office Of Sergeant Major of the Army

# ARMY FOOD MODERNIZATION



## FY21 Achievements



### ☐ In the past year:

- Fielded 11 Kiosks & 11 Food Trucks
- Implemented Go For Green Training
- Fielded 428 ID Card Scanners
- Food Service COP added in VANTAGE
- 10% BDFA Increase for Operational Force Units

## FY22 Vision



- ☐ Warrior Restaurants will be the first choice for Soldier Athletes.

### ☐ Goals and Objectives

- Increased Head Count
- Improved Customer Service/Feedback Program
- Increased Go For Green architecture
- Effective Marketing / Branding
- Incorporating Modern Services (Credit Cards & Wi-Fi)





### Housing

- **All 18 Tenant BoRs in all 44 privatized housing locations**
- \$2.9B investment in privatized housing
- \$1.5B investment in GOV-owned housing
- On track to spend \$9.6B on Barracks in the next 9 years.

### Healthcare

- **E-EFMP system** will help families by improving transparency, wait times, profile accuracy, and automate paperwork.
- Online Patient Portal used to book more than 300k virtual appts.
- **COVID Vaccine mandate**

## Quality of Life

### Child Care

- **\$1000 Bonus for FCC Homes**
- Planning 9 new CDCs by FY26,
  - Will add 4.3k spaces
- Increased fee assistance to \$1.5k (highest in DOD)

### Spouse Employment

- **Reimbursing up to \$1k for licensure**
- Expanding on-post home based businesses
- Army leaders working with Congress to gain full reciprocity



## FY 21 Achievements

- ☐ Quality Assurance (QA) – the Army beats CSA's mandated 75% in-person inspection standard with an overall **97% insp. rate**
- ☐ Increased temp. lodging expenses from **10 to 60 days**
- ☐ Transportation offices and live-chat function on the PCS Move app. (Connected to My Garrison App)
- ☐ Cash limit raised on GTCC to the amount needed to meet PCS expenses.



## FY 22 Objectives

- ☐ Working with Joint Force to increase HHG Weight Allowance to 18k lbs
- ☐ Authorizing ETPs for any shipment over-weight
- ☐ Provide Soldiers and families options and flexibility by extending report dates
- ☐ Army proposed a change to the Joint Travel Regulations to increase the initial time to ship household goods from 1 to 3 years after retirement





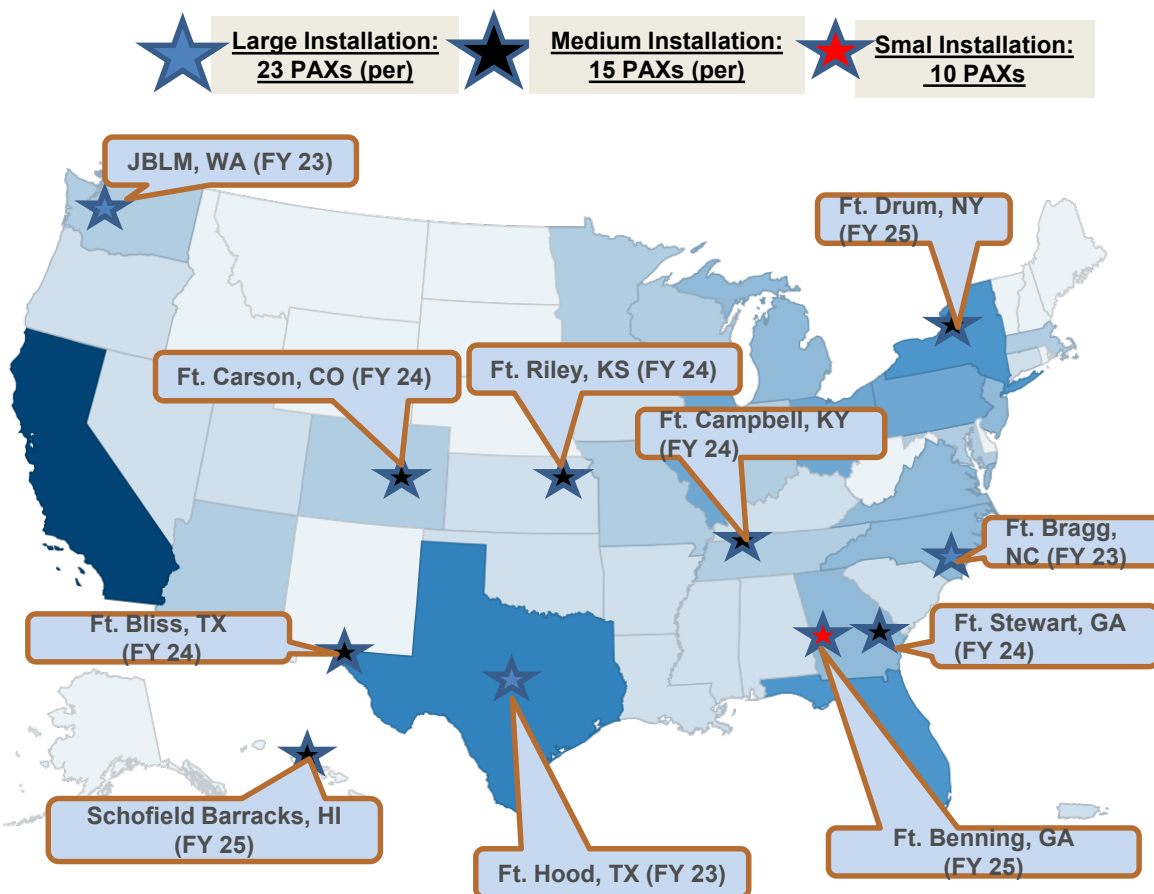
**AMERICA'S ARMY**

*People First - Winning Matters*

U.S. ARMY

Office Of Sergeant Major of the Army

# RECEPTION COMPANIES



**Way Ahead:**  
13 Reception  
Companies  
FY23 – FY25

**Background:**  
Reception  
services include  
billeting,  
personnel &  
finance, medical,  
dental, and other  
key in-processing  
activities.

**Career  
Progression:**  
Serving in a  
Reception  
Company will be  
a post-KD  
broadening  
opportunity for  
the **most-qualified** NCOs



## Transition to OML Promotions

### Legacy Promotions

Soldiers were "selected" for promotion then scheduled for PME

### OML Promotions

Soldiers are ranked for PME priority, THEN promoted.

May be skipped if:

- Approved Retirement/ETS
- Flagged/QMP
- DLC 4 incomplete
- Pending MEB

### Transition Issues

Soldiers were **scheduled in the wrong priority**; causing multiple Soldiers to be skipped for promotion due to PME completion.

### Exception to Policy

SFCs **otherwise FULLY QUALIFIED** will receive a **Temporary Promotion** to fill 100% of Army requirements by MOS.

## Evaluation Board Results Inform:

### Schedule for Training

- Merit-based PME scheduling
- Train NCOs before their TIG for promotion

### Select for Promotion

- NCOs are selected when requirement exists
- NCO-selects must be FQ (PME; TIS; good standing, etc.)
- NCOs re-assessed annually when not selected

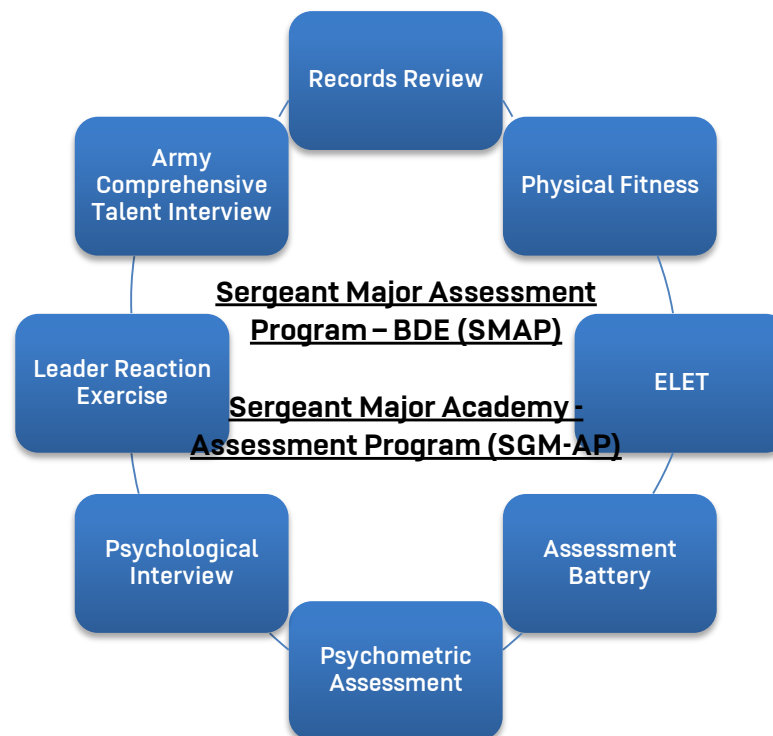
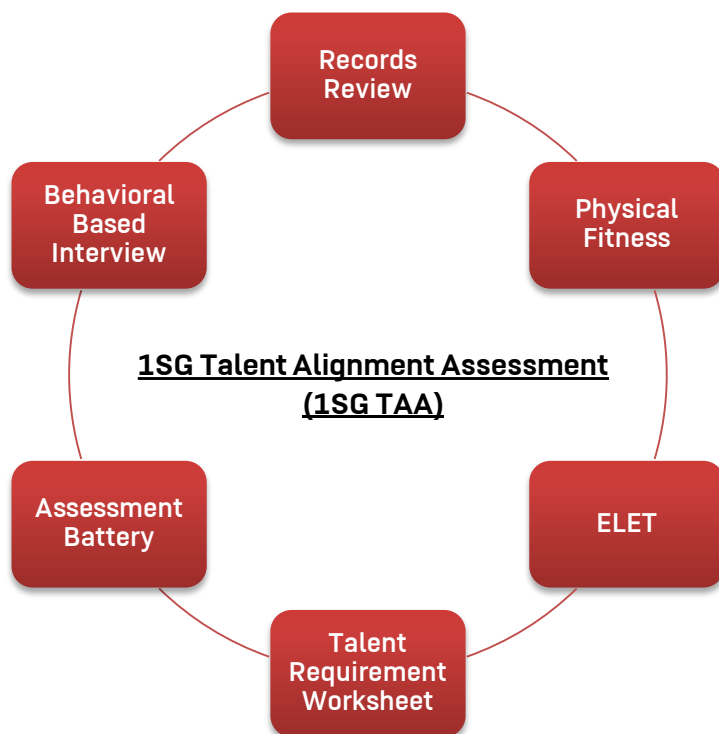
### Retain Quality NCOs

- Not Fully Qualified for Retention (NFQ-R) NCOs (put on notice)
- 1X NFQ = HQDA Bar to Continued Service
- 2X NFQ in same grade = Denial of Continued Service – 6 months to separate





# SNCO ASSESSMENTS



**ENDSTATE: The RIGHT Senior NCO, aligned to the RIGHT position, at the RIGHT time**

	FY 2022	FY 2023	FY 2024	FY2025
1SG TAA	★ IOC	★ FOC and Transitioned to the force		
SGM-AAP	★ TEST - CL 72	★ PILOT - CL 73	★ FOC - CL 74	
SMAP	★ IOC	★ FOC and Transitioned to Command Assessment Program		